

## Message Text

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ACTION AF-08

INFO OCT-01 ISO-00 MMO-01 AID-05 SS-15 SP-02 OMB-01 PER-01

ABF-01 /035 W

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P 280800Z JUL 76

FM AMEMBASSY BAMA KO

TO SECSTATE WASHDC PRIORITY 4334

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FOR M/MO, AF/EX

EO 11652: N/A

TAGS: AODE, ML

SUBJ: REVIEW OF MISSION STAFFING

REF: (A) A-2527 18 MAY 76 (B) BAMA KO 2550 AIDAC

1. THE AMBASSADOR HAS EXAMINED IN DEPTH THE AUTHORIZED STAFFING LEVEL FOR EACH PROGRAM OPERATING IN BAMA KO. THE BASIC STAFFING PROBLEM WE FACE IS THAT THE STATE ADMIN SIDE IS , TO QUOTE THE INSPECTION REPORT, STRETCHED THIN AND UNDERFUNDED. THE AID BUILD-UP CONTINUES; IN PARTICULAR, THE NUMBER OF AID CONTRACT EMPLOYEES IS NOW 8, AND AID VISITORS TOTALED WELL OVER 100 DURING THE PAST 12 MONTHS. MOST OF THE CONTRACT EMPLOYEES AND THE VISITORS DRAW SOME SUPPORT FROM THE EMBASSY ADMIN SECTION.

2. PRESENT ADMIN OFFICER SLOT IS AT THE FSO-5 LEVEL. HE SUPERVISES A GSO, C&R, NURSE, BUDGET AND FISCAL ASSISTANT AND PERSONNEL ASSISTANT (LATTER TWO ARE PIT POSITIONS HELD BY EMBASSY SPOUSES) IN ADDITION TO 36 LOCAL EMPLOYEES. (GSO IS SUPPLIED BY AID TO STATE.)

3. FSO-5 LEVEL DOES NOT BRING SUFFICIENT EXPERIENCE TO THE JOB. INCUMBET HAS HAD ONE TWO-YEAR TOUR OVERSEAS PLUS A WASHINGTON ASSIGNMENT AND IS NOW

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FACED WITH ADMINISTERING AN EMBASSY WITH 35 AMERICANS,

70 LOCALS AND 8 CONTRACT EMPLOYEES.

4. GIVEN WASHINGTON'S NEW FOCUS ON SAHEL DEVELOPMENT, AND IN MULTILATERAL AFFAIRS, US INVOLVEMENT IN MALI WILL GROW. ADMINISTRATIVE SUPPORT MUST AND WILL BE PROVIDED. THE QUESTION IS WHETHER AID WILL ESTABLISH ITS OWN SEPARATE ADMIN SECTION OR WHETHER STATE WILL CONTINUE TO PROVIDE THESE SERVICES UNDER THE FAAS AGREEMENT.

5. TO ENSURE THAT STATE RETAINS ADMINISTRATIVE CONTROL, IT IS ESSENTIAL TO HAVE ADEQUATE STATE RESOURCES. SPECIFICALLY, BAMAKO REQUIRES AN INCREASE IN THE MODE CEILING TO PROVIDE AN ADDITIONAL ADMINISTRATIVE OFFICER AT THE FSO-4/3 LEVEL, WITH THE TITLE OF COUNSELOR AS AN INCENTIVE. AN ALTERNATIVE WOULD BE TO UPGRADE THE ADMIN OFFICER'S POSITION TO FSO-4 (RETAIN THE INCUMBENT) AND ASSIGN AN ASSISTANT TO HIM AT THE FSO-6 LEVEL.

6. IF WE MUST MANAGE STATIC RESOURCES IN A DYNAMIC ENVIRONMENT, ATTENTION SHOULD BE PAID TO THE DYNAMIC GROWTH IN US INTERESTS AND ACTIVITIES IN SAHELIAN AND MALIAN DEVELOPMENT. REQUEST APPROVAL FOR THE ADDITIONAL POSITION. JUSTIFICATION IAC FORMAT IN ATTACHMENT A REV C:

- (1) MOTIVATION AS ABOVE.
- (2) ADMINISTRATIVE COUNSELOR.
- (3) TO TAKE CHARGE OF ALL EMBASSY ADMIN FUNCTIONS, INCLUDING AID, USIS, ETC.
- (4) TO BE ESTABLISHED IMMEDIATELY AND TO CONTINUE AS LONG AS AID PROGRAMS CONTINUE AT PRESENT LEVEL.
- (5) ADMINISTRATIVE SUPPORT WOULD BE SIMILAR TO THAT PROVIDED OTHER EMBASSY OFFICERS-HOUSING, ETC. TITLE WOULD BE COUNSELOR, AND SINCE THIS IS 25PERCENT HARSHIP POT, THERE IS LITTLE DIFFERENCE BETWEEN EMBASSY EMPLOYEES' PERQUISITIES BELOW AMB/DCM LEVEL.
- (6) HOST GOVERNMENT WOULD NOT BE INTERESTED.
- (7) NONE.
- (8) N/A.

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(9) N/A.

7. STATISTICAL TABLE FOR MALI ATTACHED TO REF A IS CORRECT. FIGURES FOR CONTRACT WORKERS AS OF JUNE 30, 1976, ARE:

	DIRECT		INDIRECT	
AID	US	FN	US	FN
MANYEARS	3	10	4.5	0

8. WE ESTIMATE TOTAL AMERICAN DEPENDENTS AT 48.

9. RETEL B IS ADDITIONAL EMBASSY REQUEST FOR MODE  
LEVEL INCREASE-ONE CAPITAL DEVELOPMENT OFFICER FOR  
AID BAMAKO, SUBMITTED IN RESPONSE TO STATE 172688.  
DAWKINS

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